

**Transatlantic Leadership Initiatives**  
Strengthening Transatlantic and Global Leaders



**Transatlantic Inclusion Leaders Network**  
**TILN Workshop 2018**  
March 4-10  
Brussels, Belgium

**A Leadership, Diversity, and Inclusion Initiative  
of The German Marshall Fund of the United States  
*in cooperation with the  
Commission on Security and Cooperation in Europe***



# EXECUTIVE SUMMARY

The Transatlantic Inclusion Leaders Network ([TILN](#)) advances leaders who are global in outlook, representative, culturally competent, and inclusive. TILN is the premier venue for young, diverse U.S. and European elected and civil society leaders to meet, enhance their inclusive leadership portfolio, and build connections with global policymakers. Now completing its seventh year housed within the German Marshall Fund in cooperation with the Commission on Security and Cooperation in Europe (U.S. Helsinki Commission), the centerpiece of this nonpartisan initiative is the annual TILN Workshop -- an empowered and highly upwardly mobile network that bridges the Atlantic and strengthens transatlantic relations for the future. TILN alumni utilize their experiences to reach new heights from mounting campaigns for European and national Parliaments to becoming Members of the U.S. Congress, Ministers, regionally and locally elected officials, and leading grassroots movements for change.

TILN VII convened March 4-10, 2018 in Brussels, where the 32 person 2018 TILN cohort explored leadership strategies, and engaged with U.S. and European political, private sector, and civil society leaders. Experts facilitated the workshop with peer learning sessions on such



topics as mission and vision, empowering diverse communities, shaping inclusive policies, ethics, and smart campaigns. TILN leaders joined high level discussions with politicians from across the U.S. and Europe, including European Parliamentarians Sajjad Karim and Terry Reintke, and U.S. Members of Congress Brenda Lawrence, Gregory Meeks, and Chris Murphy. The TILN cohort participated in the [Brussels Forum Young Professionals Summit](#), serving as speakers and engaging with high level international officials and policymakers at GMF's flagship policy convening - [Brussels Forum](#).

Following the workshop, TILN participants become members of the GMF alumni community – taking part in GMF's alumni seminars, [Alumni Leadership Action Projects](#), and establishing national and regional networks to promote equality and advance the principles and practice of inclusive leadership for next generation leaders. 2018 Alumni Leadership Action Projects led by TILN alumni and [advisors](#) included initiatives in Italy, [the Netherlands](#), [Germany](#), and Bosnia. In this way TILN members further the work of inclusion across borders, and maximize their collective impact.

# TILN IMPACT & PARTNERS

*Impact.* TILN's week long immersive leadership and professional development workshop strengthens the effectiveness of diverse leaders by: widening the circle of inclusive leaders at national, regional, and local levels; offering membership into an international professional network leading change in the policy and advocacy world; providing state of the art policy and communications toolkits for instituting change; nurturing peer - mentoring, -support, and -success models; facilitating programs at national and local levels to equip the next generation with inclusive leadership, policymaking, advocacy, and communications tools.

*History.* The first TILN workshop convened in April 2012 in Copenhagen, Denmark with young diverse elected officials and civil society leaders representing 26 countries. TILN II took place in Brussels in March 2013, with the added benefit of participation in GMF's major policy convening, the Brussels Forum, through the Forum's Young Professionals' Summit. TILN convened its third season in Brussels in March 2014, with site visits to the European Parliament and Ghent, Belgium to engage with policymakers and grassroots leaders on the International Day Against Racism. TILN IV convened in Brussels in March 2015, with site visits to Antwerp, Belgium and took part in a roundtable with diverse senior Members of national parliaments and U.S. state legislatures. 2016 marked the fifth anniversary of the Transatlantic Inclusion Leaders Network (TILN), with a TILN workshop in Brussels that included private sector diversity leaders, followed by an anniversary event with alumni in Turin, Italy. TILN VII convened March 2017 with meetings with residents from Molenbeek, Belgium, and European Parliamentarians.

*Partnership.* TILN partners include the U.S. Department of State, Balkan Trust for Democracy, Endowment Fund Archery of Meridian Infrastructure, Rockefeller Brothers Fund, Federal Republic of Germany through KfW, Open Society Foundations, IMPACT, ONCE Foundation, Operation Black Vote, the European Parliament Anti-Racism and Diversity Intergroup, Unitas Communications, New American Leaders Project, Transatlantic Minority Political Leadership Conference, and the World Jewish Congress.



# PROGRAM AT A GLANCE

## DAY ONE: SUNDAY, MARCH 4, 2018

- 12:00 pm – 1:00 pm: Welcome – Making the Case for Inclusive Leadership
- 1:00 pm – 1:45 pm: Conscious Relationship Building
- 1:45 pm – 3:15 pm: Transatlantic Landscape
- 3:45 pm – 5:15 pm: Mission, Vision, Purpose
- 7:00 pm – 9:00 pm: The Way Forward – Beyond Identity Politics

## DAY TWO: MONDAY, MARCH 5, 2018

- 9:30 am – 11:30 am: Smart Campaigns
- 11:30 am – 12:30 pm: From Running to Governing
- 12:30 pm – 2:30 pm: Your Leadership Portfolio
- 2:30 pm – 3:30 pm: Inside U.S. & European Systems
- 3:30 pm – 4:30 pm: Staying the Course – Power & Ethics
- 6:30 pm – 8:30 pm: Brussels Human Rights Leaders

## DAY THREE- TUESDAY, MARCH 6, 2018

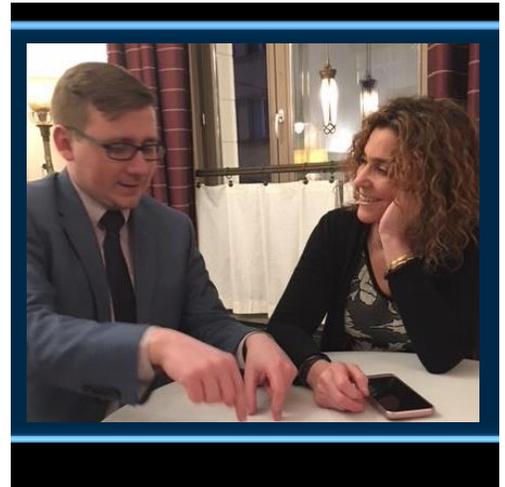
- 9:00 am – 10:00 am: Strategic Communications for Change
- 10:00 am – 1:00 pm: Media Savvy & On Camera Skills
- 1:30 pm – 4:00 pm: Inclusive Policies in Practice: Civil Society
- 6:30 pm – 8:00 pm: UNITAS: Values, Faith and Leadership

## DAY FOUR - WEDNESDAY, MARCH 7, 2018

- 9:00 am – 10:30 am: Inclusive Policymaking in Practice: Government Innovators
- 12:00 pm – 2:30 pm: Building Public-Private Partnerships
- 4:30 pm – 5:00 pm: Young Professionals Summit (YPS)
- 5:00 pm – 6:30 pm: Engaging the New Citizen - How Identity and Culture Come into Play
- 7:30 pm – 9:00 pm: YPS Night owl sessions

## DAYS FIVE- SEVEN, THURSDAY- SUNDAY, MARCH 8-10, 2018

- ALL DAY: YPS Workshops and Brussels Forum
  - YPS with Madeline Albright, Former U.S. Secretary of States
  - Discussions with* U.S. Senator Chris Murphy
  - U.S. Representative Gregory Meeks
  - U.S. Representative Brenda Lawrence
  - TILN: Closing Discussion and Debrief
- March 11: Return Home and Grow the Circle of Inclusive Leaders



# TILN WORKSHOP

The TILN 2018 Workshop opened March 4, 2018 with a new curriculum module for relationship building to accelerate lasting ties among participants. For the first time the workshop included a delegation from Eastern Partnership countries, sparking productive conversation on regional contexts. Facilitated by U.S. and European experts, discussions also addressed demographic change; the business case for diversity and inclusion; and the importance of Inclusive Leadership for the 21st century.

Participants shared the current context in their respective countries and how as elected and civil society leaders they work to make a difference, often amidst increasing polarization. From the United Kingdom to the Balkans, participants discussed strengthening their democracies, and what the future would hold with countries making unprecedented moves away from what many described as the promise and principles of the European Union. Participants exchanged strategies for leading across generations, amid concerns that current decision making may not always have future generations, diverse, and/or underrepresented communities in mind. Strategies included sharpening and articulating clear goals, identifying sources of support including nontraditional resources, and advancing innovative political strategies to stretch their parties' central focus and gain buy-in.

Strategic media sessions included utilizing interviews and social media to message and build support for change. On-camera exercises, social media branding, and managing interviews were discussed as strategic tools to share a vision for more inclusive societies. As part of their media skills exercises, TILN participants produced three roundtable interviews at the European Parliament that have been shared online: [TILN: Solving Problems Together](#); [Why We Need a New Generation of Leaders](#); and [Women in Leadership](#).

Challenges for many in TILN across diversity factors, from gender and sexual orientation, to race, ethnicity, disability and national minorities, included the proliferation of hate speech and hate crimes including being targeted on social media, physically threatened or attacked themselves, or having family members targeted. Notifying authorities, increasing law enforcement at residences and public events, encouraging greater social media transparency, instituting counter campaigns such as apps that turn messages of hate into love, and bringing divided communities together to discuss issues in person instead of online were recommended solutions. To navigate leading in divisive environments, TILN participants crafted strategies to build coalitions and alliances utilizing unity, empathy and caring to counter aggression and hate. Strategies included creating more inclusive decision-making spaces from town halls to panels, to promoting and sharing inspiring news and initiatives of positive change.



# TILN WORKSHOP

TILN participants visited with local and EU civil society and government leaders on inclusion initiatives throughout the week. TILN partner Muddassar Ahmed spoke about the Concordia Forum he founded for Muslim leaders as a model for mobilizing diverse talent for change. TILN alumni Councilwoman Tracy Tansia-Bibo described Belgian efforts to address 'Blackface' and remove colonial statues. A conversation with former European Parliamentarian Glyn Ford, Ivan Ivanov (European Roma Information Service), Omar Ba (candidate for Antwerp City Council), Julie Pascoet (European Network Against Racism), highlighted numerous efforts to address the rise of hate politics across Europe, noting that TILN leaders can form coalitions across political parties and communities to advance inclusive legislation and policies to counter hate.

Members of the European Parliament (MEP) Terry Reintke (Greens Germany) and Sajjad Karim (Conservatives United Kingdom – U.K.) discussed EP hot topics from BREXIT to perceptions that European principles of human rights and democratic values were eroding. With the UK forecasted to lose 73 EP seats in 2019 as a result of BREXIT, speakers discussed the implications for European Union institutions as a whole losing diverse UK voices, as well as experts on human rights and in other competencies at a time when border, economic, and security issues critical to the future of the EU were being contested. Other issues raised included the growth and impact of so-called euroskeptic and nationalist parties and MEP Terry Reintke's efforts to put EP gender discrimination policies in place as part of the #metoo movement and address anti-LGBTQ+ discrimination. Developing relationships with MEPs and exploring opportunities at EU institutions from regional infrastructure and employment to anti-discrimination initiatives and serving on EU level committees and/or in the EP were highlighted for TILN participants by the MEPs as well as by TILN alumna UK Mayor of Barking and Dagenham Sanchia Alasia who is a member of the European Committee of the Regions.

Gerry Salole (European Foundation Center), Anulika Ajufo (OSF) and TILN participant Maryame Mejdi of Meridiam led a conversation on strategies for identifying and maintaining successful public-private partnerships to address long-term employment, infrastructure and community related solutions to realize inclusive societies.





# YOUNG PROFESSIONALS SUMMIT

[Young Professionals Summit \(YPS\)](#): March 8-10, participants joined the Brussels Forum's Young Professional Summit, a wider group of young professionals with the common goal of fostering dialogue between generations and building new connections across sectors and nations.

TILN leaders and experts joined several YPS panels and led workshops. TILN leaders Abderrahmane Amajou, Bra, Italy's Youth and Integration Policies Director, and U.S. Mayor of Douglas, Arizona Robert Uribe spoke on the panel *Citizen (Re)Defined: Using Identity, Technology, and Culture for Social Good* to discuss how identity, technology, and culture play into citizen engagement.

TILN leader [U.S. City Councilman Wes Bellamy](#) spoke on a panel entitled, *Mapping Threat Vectors: Tackling Unconventional Urban Security*, focused on how cities and other levels of government collaborate domestically and globally on security protocols. Councilman Bellamy discussed the specific example of Charlottesville, North Carolina including the role leaders can play in bringing diverse communities together to reduce tensions and ensure all voices are heard following tragedy, such as the death of protestor Heather Heyer.

TILN Leader Nvard Margaryan, President, PINK Armenia spoke on the *Women [and Men] Lead the Way: Chasing the 'Work-Life' Balance Dream* – a conversation exploring ways in which work spaces can adapt to gender roles in the 21<sup>st</sup> century.

TILN expert Chrissie Castro led a workshop entitled, *Becoming a More Inclusive Leader by Understanding Implicit Bias and Targeted Universalism* to assist leaders in understanding the inner workings of bias (i.e., attitudes towards different groups); the manifestation of bias in decision-making, and the impact biased decisions and policies have on diverse communities.



# BRUSSELS FORUM

From March 8-10, TILN participants took part in [Brussels Forum](#) as part of the [Young Professionals Summit](#). Entitled, *Revise, Reboot, Rebuild: Strategies for a Time of Distrust*, Brussels Forum focused on identifying solutions for problems that affect transatlantic societies by encouraging policymakers and experts to work together in support of democratic ideals. Sessions focused on issues ranging from technology and trade to Russia and refugees.

On the sidelines of Brussels Forum, TILN participants held inspiring conversations with U.S. Senator Chris Murphy, U.S. Representative Gregory Meeks, U.S. Representative Brenda Lawrence, celebrity Chef Adam Smith, and GMF's Reta Jo Lewis, Director of Congressional Affairs and former U.S. Special Representative for Intergovernmental Affairs. As one of the youngest Senators, Chris Murphy discussed the importance of working across generations to develop inclusive policies. Representative Meeks cautioned against exclusive policies around migration, and reminded participants of the link between migration and economic growth in U.S. history. Representative Lawrence stressed the importance of building alliances across political divides as key to being an effective elected official in service to the people. Chef Smith focused on using the nontraditional tool of culinary diplomacy to bring people from different walks of life together over good food.

TILN participant [Anina Ciuciu](#), France's first Roma candidate for Senate spoke on a panel entitled, *Revisiting Identity: What is Home in a Globalized World?* Where she stressed the need for leaders to reaffirm and support human rights and values as a model for inclusion.

The TLN Workshop closed with participants assessing the program and sharing future goals for joint and personal efforts to advance in service and support inclusive societies.



# TILN IMPACT

*TILN alumni have organized and spoken at events in the [U.S. Congress](#), [OSCE Annual Human Dimension Implementation and Experts Meetings](#), and Inaugural [People of African Descent and Roma Weeks at the European Parliament \(below\)](#), among other international speaking roles.*

## *Professional Advancement:*

- **Sanchia Alasia (TILN 2013)** *below* in June was announced as the first female Afro-descent Mayor of Barking and Dagenham, a London borough.
- **Momodou Malcolm Jallow (TILN 2014)** became a Swedish Parliamentarian in 2017.
- **Paulette Jordan (TILN 2017)** in June won the democratic primary for Governor of Idaho, potentially becoming the first indigenous Governor in the U.S.A.
- **Ufuk Kahya (TILN 2014)** *below* in June became a Deputy Mayor in 's-Hertogenbosch, the Netherlands. The first person of color, and migrant background, to hold this role. He will serve as Alderman/Deputy mayor on education, youth, social policies, wellbeing/health, infrastructure/mobility and European and international affairs.
- **Tracy Bibo Tansia (TILN 2016)** in 2018 became a Belgian City Council Member and OCMW Belgian government leader (Public Center for Social Welfare).

## *GMF awarded the following 2017-2018 Alumni Leadership Action Projects with TILN alumni:*

- **Balkan Regional Inclusion Network:** *The Alcee L. Hastings Action Grant for Inclusive Leadership* - Igor Ujhazi (TILN 2015), Edita Miftari (TILN 2014), Aida Salketic (TILN 2017)
- **Italian Inclusive Leaders Network:** Building Political Participation in Our Cities - Ajenai Clemmons (TILN 2015), Abderrahmane Amajou (TILN 2018)
- **Dutch Inclusion Leaders Network:** Bridging Societal Divides, the Role of Inclusive Leadership Networks - Mpanzu Bamenga (TILN 2015), Kamran Ullah (TLIN 2013)
- **European Diversity in Security Network:** Munich Security Conference diversity side event - Samira Rafaela (TILN 2016), Dominik Wullers (MMF)
- **Globally Engaging Disability Rights:** Including Each, Strengthening All - Pedro Casermeiro Cortes TILN 2014 and Natalia Guala TILN 2018)
- **Unlikely Allies: Conversations across Divides in Paris** to engage Paris' diverse youth in inclusive leadership - Hayatte Maazouza (TILN 2017)



# TILN PARTICIPANTS

Raumesh Akbari	(United States)	State Representative, Tennessee General Assembly
Abderrahmane Amajou	(Italy)	City of Bra, Director, Youth Policy and Integration
Eugen Balin	(Germany)	Attorney, Anwaltskanzlei Balin Legal
Abdelkarim Bellafkih	(Belgium)	President, Federation of Moroccan Organizations
Wesley Bellamy	(United States)	Council Member, City Council of Charlottesville, Virginia
Andras Buchler	(Hungary)	Head of Public Relations, Libri Publishing Group
Godfrey Chimbanga	(Ireland)	Chairman, Youth Platform Project Ireland
Anina Ciuciu	(France)	Board Member, La Voix des Roms
Dave Ensberg	(Netherlands)	Chairman, Executive Board, Foundation Biezonderwijs
Alisa Flemming	(United Kingdom)	Councillor, Croydon Borough Council
Rene Gogge	(Germany)	Member of State Parliament, Hamburg
Natalia Sofia Guala Beathyate	(Spain)	International Programs Officer, Spanish National Organization of the Blind (ONCE)
Saida Hamouyehy	(Italy)	Communication Manager, Convergence Onlus
Danjel Hyseni	(Albania)	Youth Coordinator/Policy Advisor, Roma Active Albania
Filiz Kekulluoglu	(Germany)	Policy Officer and Head of Division of Integration, Senate Department for Education, Youth and Family, Berlin
Davit Khazhakyanyan	(Armenia)	Member of City Council, Municipality of Yerevan
Elvira Kovacs	(Serbia)	Member of Parliament, National Assembly, Republic of Serbia
Asllan Llunji	(Montenegro)	Advisor to the Mayor, Municipality of Ulcinj
Nvard Margaryan	(Armenia)	President, PINK Armenia
Maryame Mejdi	(France)	Financial Analyst, Meridiam
Tarik Mete	(Austria)	Deputy Head of Department, Social Insurance Institution of Salzburg
Eduard Mihalas	(Moldova)	Program Analyst on Population and Development, United Nations Population Fund
Vasilena Mitsiadi	(Greece)	Vice Mayor for Youth, Education, Culture, and Sports, Municipality of Trikala
Branislav Nesovic	(Kosovo)	Associate Political Affairs Officer, United Nations Interim Administration Mission in Kosovo
Ruslana Panukhnyk	(Ukraine)	Executive Director, KyivPride
Sanaa Saitouli	(France)	Deputy Mayor, Cergy
Antonin Seidel	(Czech Republic)	City Counselor, Kralupy nad Vltavou
Pazilaiti Simayijiang	(Finland)	Vice Chair, Finnish Feminist Party
Rebecca Thompson	(United States)	Vice President, Deliver Strategies
Robert Uribe	(United States)	Mayor of Douglas, Arizona
Sarah Whitehead	(United Kingdom)	Founder and Director, Community Pride CIC

# SPECIAL GUESTS

Sana Afouaiz	(Belgium)	Founder, Womenpreneur Initiative
Muddassar Ahmed, Host	(United Kingdom)	Executive Officer, Unitas Communications
Anulika Ajufo	(United Kingdom)	Investment Associate, OSF Economic Development Fund
Sanchia Alasia	(United Kingdom)	Mayor Barking and Dagenham; TILN alumni
Youssef Aouriaghel	(Belgium)	Former Politician
Rachida Aziz, Host	(Belgium)	Founder, AZIRA
Omar Ba	(Belgium)	Diversity Expert
Fien De Baere	(Belgium)	Policy Associate, Search for Common Ground (SFRC)
Jane Barlow	(Canada)	Director, Programs, Global Centre for Pluralism
Alina Bricman	(Belgium)	President, European Union of Jewish Students (EUJS)
Marianne Copier	(Netherlands)	Cultural Affairs Assistant, U.S. Embassy The Hague
Daniel Cervan-Gil	(Canada)	Sr. Program Officer, Global Centre for Pluralism
Moustapha Echahbouni	(Netherlands)	Master's Degree Candidate, University of Antwerp
Ivan Ivanov	(Belgium)	Executive Director, ERIO
Alex Johnson	(United States)	Senior Policy Advisor for Europe and Eurasia, OSF
Tamás Kádár	(Belgium)	Head of Legal and Policy, EQUINET
Karen Kaneza	(Belgium)	Board Member, European Network Against Racism (ENAR)
Assita Kanko	(Belgium)	Founder, POLIN political incubator (POLIN) ; TILN alumni
Sajjad Karim	(United Kingdom)	Member, European Parliament
Reta Jo Lewis, Esq.	(United States)	Director, Congressional Affairs, GMF
Filip Medic	(United States)	Deputy Director, Transatlantic Leadership Initiatives
Julie Mozer	(Belgium)	Communications Officer, CEJI
Chris Murphy	(United States)	Senator, Connecticut
Julie Pascoët	(Belgium)	Senior Advocacy Officer, European Network Against Racism
Giannina Rafo	(Belgium)	European Women's Lobby (EWL)
Terry Reintke	(Germany)	Member, European Parliament
Inès Seddiki	(Belgium)	Humanity in Action (HIA)
Gerry Salole	(United Kingdom)	Chief Executive, European Foundation Centre
Terri Schultz	(Belgium)	Freelance Reporter
Kara Snesko	(United States)	Foreign Affairs Officer, State Department
Johanna Suo	(Belgium)	Managing Director, IFA Laboratory (cultural relations)
Tracy Tansia Bibo	(Belgium)	City Councilor, Belgium; TILN alumni
Alfiaz Vaiya	(United Kingdom)	Coordinator, European Parliament Anti-Racism Diversity Intergroup

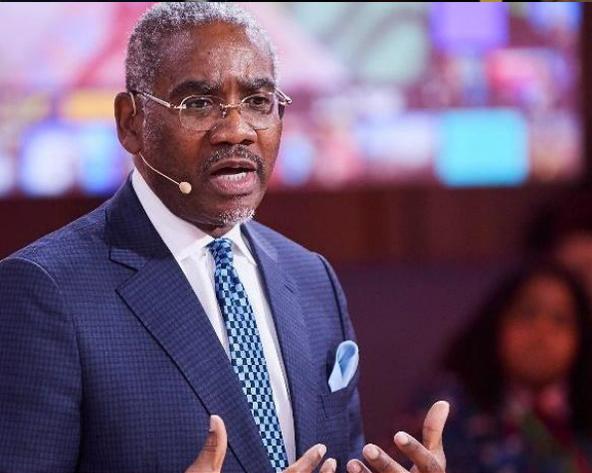
# FACILITATION TEAM

Kamran Ullah	(Netherlands)	Political Strategist; News Content Director, Telegraaf VNDG
Lauri Glenn	(United States)	President, CEO, Thinkinc
Chrissie Castro	(United States)	Vice Chair, LA Native American Indian Commision
Mischa Thompson, PhD	(United States)	Policy Advisor, U.S. Helsinki Commission
Simon Woolley	(United Kingdom)	Co-founder and Director, Operation Black Vote

## GMF ORGANIZING TEAM

Lora Berg	(United States)	Counselor for Inclusive Leadership, GMF
Ana Aelenei	(Romania)	Deputy Director, Black Sea Trust, GMF
Snezana Vukovic	(Serbia)	Program Coordinator, Balkan Trust for Democracy, GMF
Maureen Morris	(Belgium)	Administrator, GMF, Brussels





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STRENGTHENING TRANSATLANTIC COOPERATION

*“Every human being is **different**  
but deserves to be **treated** equally.”*

Eugen Balin (TILN '18) (Germany) Attorney  
Anwaltskanzlei Balin Le...

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**STRENGTHENING TRANSATLANTIC COOPERATION**

*In cooperation with the  
Commission on Security and Cooperation in Europe  
And  
Endowment Fund Archery*



*With Special Thanks to: U.S. Congressman Alcee L. Hastings, Farah Pandith, & Alfiarz Vaiya*

**For more information on the Transatlantic Inclusion Leaders Network (TILN):**

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